

Human Resources Metrics CCH HR Committee

Barbara Pryor
Chief Human Resources Officer

August 20, 2019



COOK COUNTY
HEALTH

Cook County Health House Staff 2019

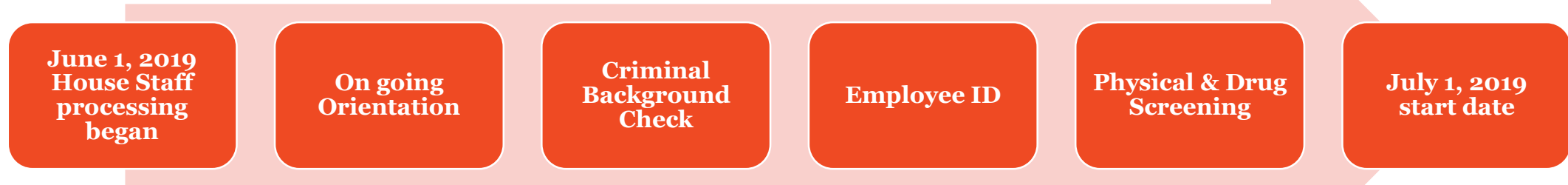


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Cook County Health Clinical Participants

Graduate Medical Education exclusively source and recruit Clinical participants, allowing for a uniquely focused residency experience with the intent of providing the best training.

- **House Staff**



- **2019 Processing of House Staff - Hired - 151**



Departments Assigned / Hired		
Anesthesia – 10	Internal Medicine – 39	Primary Care – 5
Cardiovascular Disease – 3	Neonatal Perinatal – 2	Pulmonary Critical Care – 3
Colon Rectal Surgery – 3	Ophthalmology – 4	Radiology – 5
Dermatology – 4	Oral Surgery – 4	Retinal – 1
Emergency Medicine – 17	Pain - 4	Small Programs/Burn – 1
Family Medicine – 12	Palliative Medicine – 3	Small Programs/Trauma – 3
Gastroenterology – 3	Pediatrics – 7	Surgical Critical Care – 3

Medical Education at Cook County Hospital (Now John H. Stroger Hospital of Cook County)

Dr. Michael Alebich - Attending Physician VIII
Dr. John O'Brien - Associate Medical Director

- 1866 – Cook County started the first internship in the U.S.



Medical Education at Cook County Hospital (Now John H. Stroger Hospital of Cook County)

- Today – 20 Accredited residencies and fellowships
 - Stroger employs nearly 415 residents and fellows
 - Additional trainees rotate through the hospital:
 - ✓ 450 residents and fellows from other programs (mostly Chicago area)
 - ✓ 1900 Medical Students



Unique Opportunities in Training

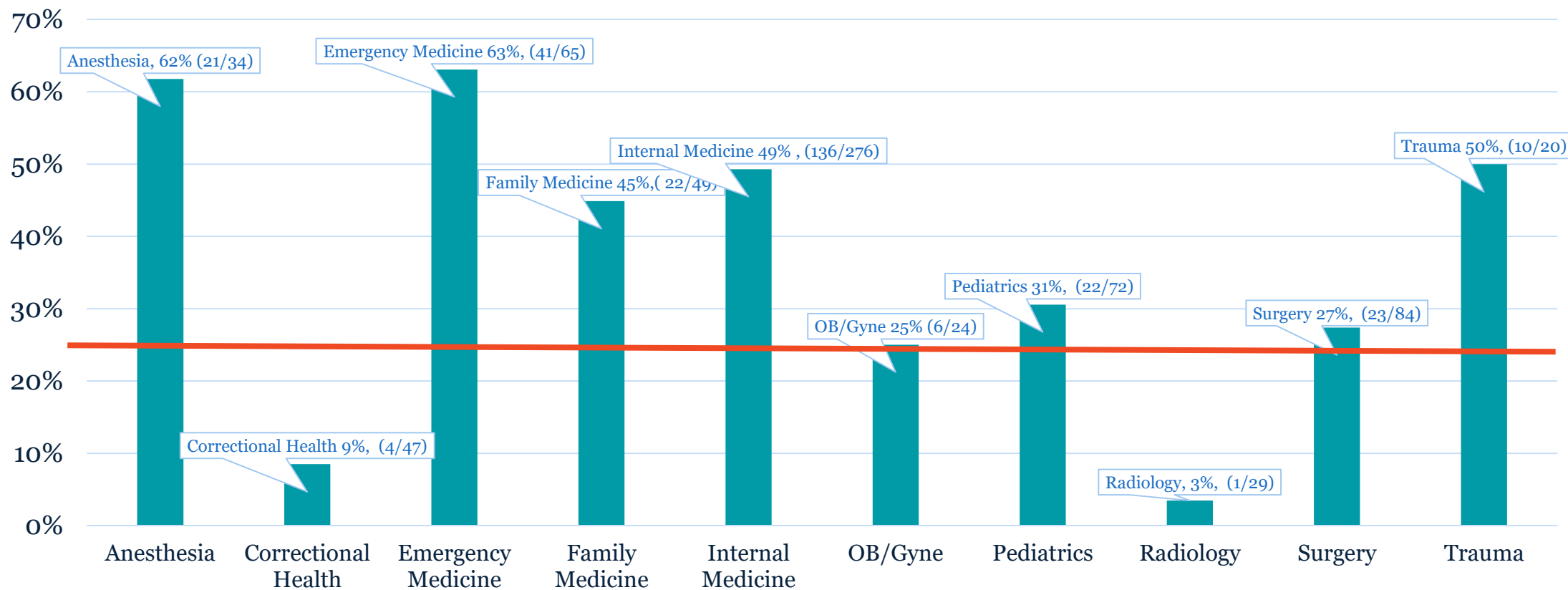
- Trauma Fellowship (no accreditation available)
 - 175 Emergency Medicine and Surgery Residents throughout the city rotate through the unit annually
- Burn Fellowship (no accreditation available)
 - 40 Emergency Medicine and Surgery Residents throughout the city rotate through annually
- Toxicology Fellowship (accredited by the ACGME)
 - Only fellowship in Chicago
 - Most Emergency Medicine residents rotate through at some point during their four year residency (50 per year)

Quality of Care

- Supervision
 - All residents and fellows are accountable to an attending according to the program's supervision policy
- Quality Improvement/Patient Safety
 - Housestaff generate 9% of all electronic Medical Event Reporting System (eMERS) reports
 - All are participating in QI projects
- Hours of Duty
 - Residents must comply with national work hour regulations.
 - All programs have a contingency plan if a resident is fatigued.

Retention of Graduates

Composition of Departments – Percentage of Total Staff that Trained at CCH



Workforce Development



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Cook County Health Fellows and Externship

- Requirements
 - Participants must be part of an approved school program affiliated with Cook County Health.

Public Interest Fellows

One year Paid



Chicago State University

- Two (2) Students
- Departments:
 - HIS
 - ACHN



University of Chicago

- Five (5) Students
- Departments:
 - Project Mgmt
 - Administration
 - Communications
 - Programmatic Services
 - Intergovernmental Affairs



University Illinois Chicago

- Two (2) Students
- Departments:
 - Finance
 - Life Safety

Externships

6 weeks – 3 months Non-Paid



Loyola University Chicago

- Two (2) Students
- Departments:
 - Legal



Governors State University

- Three (3) Students
- Departments
 - Finance – 2
 - Compliance -1

Connecting Adolescents Resources Education Employment

C.A.R.E. consists of 3 distinctive paths:



Explorers Path



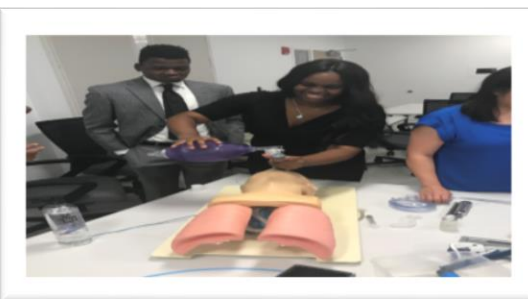
☐ C.A.R.E.

☐ Ages 16-25

☐ CCH Community Outreach
- Speaking Engagements
- C.A.R.E. Career Days

☐ Targeted Neighborhoods

- Auburn Gresham
- Austin
- Beverly
- Ford Heights
- Fernwood
- Kenwood
- Morgan Park
- South Loop
- Washington Heights



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Investigators Path



☐ One Summer Chicago

☐ Ages 16-25

☐ Six (6) Week Summer Enrichment

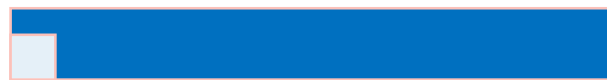
☐ High School Students: Classroom



☐ College Students: Project



Trailblazers Path



☐ Year Up

☐ Ages 18-25

☐ CCH Six (6) Month Internship Program

☐ 2 Students

☐ Patient Care Navigator

☐ Computer Operator



Metrics



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Important Performance Data

FY19 Vacancy	Count
Fiscal Year 2019 Approved Positions:	7,265
Current Vacancy Number:	NA
# of Positions in Process:	838

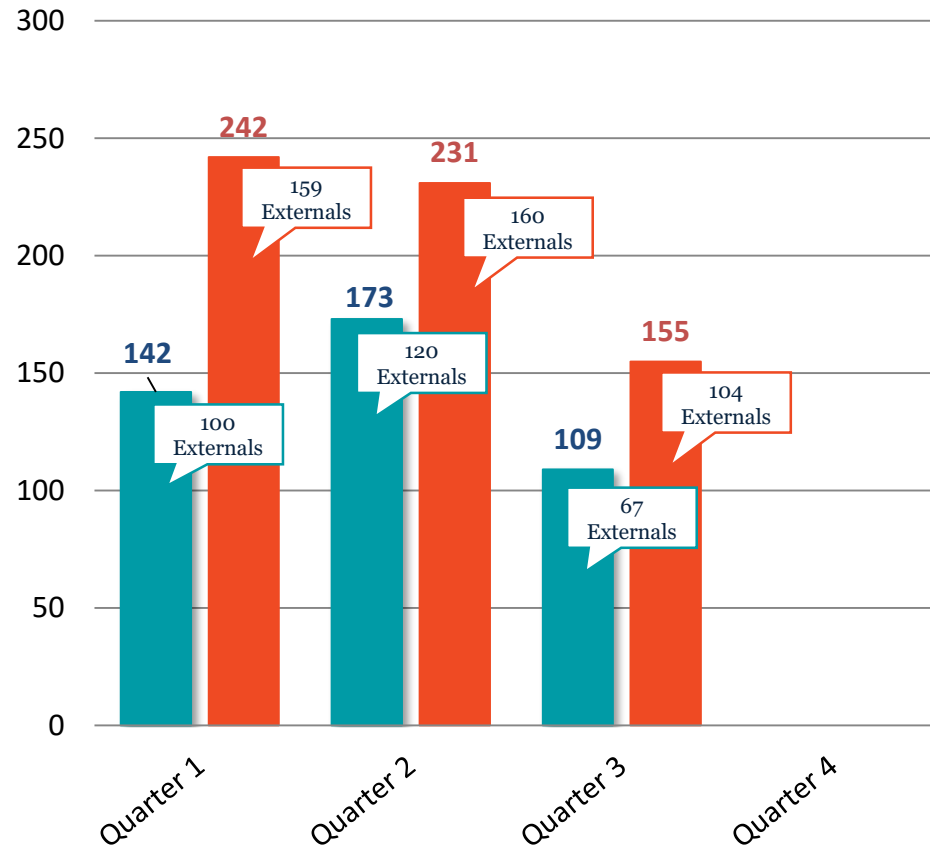


CCH HR Activity Report

Thru 07/31/2019

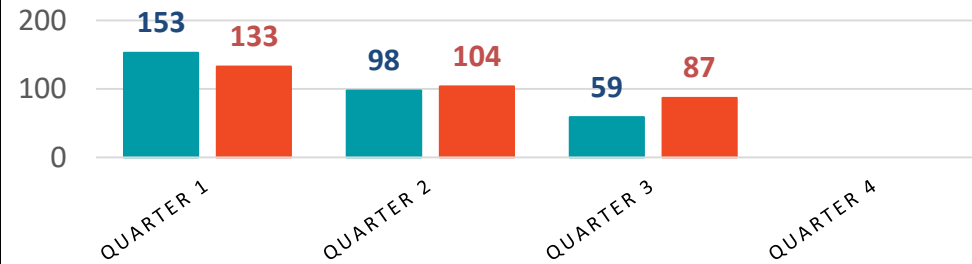
FILLED POSITIONS

■ 2018 Filled (424) | Externals (287)
■ 2019 Filled (628) | Externals (423)

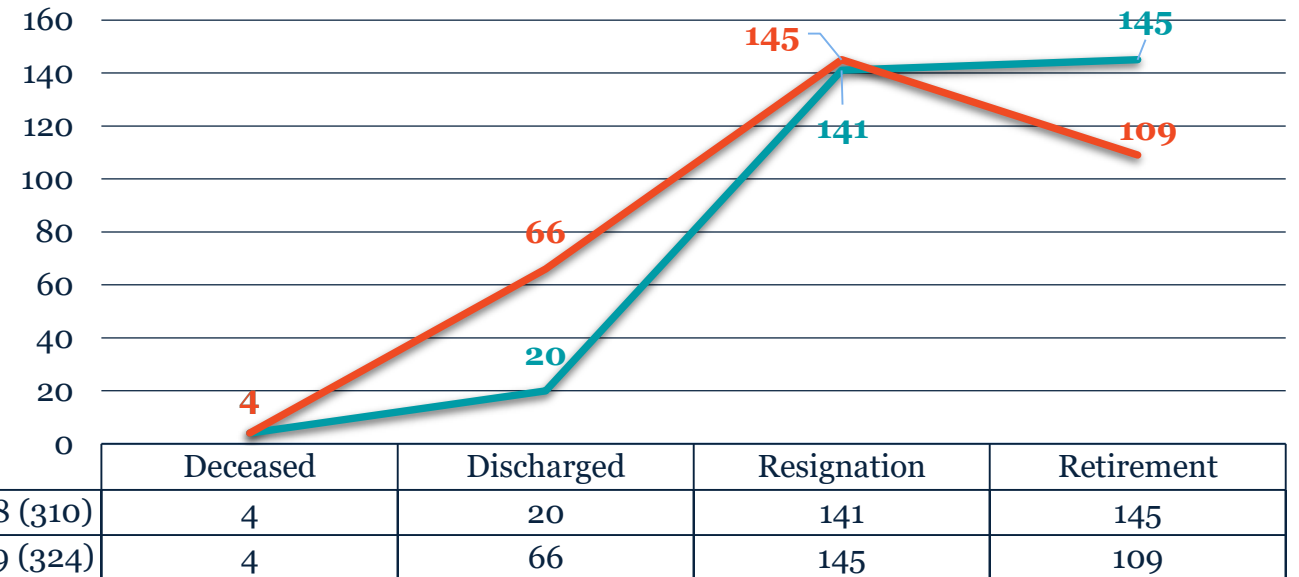
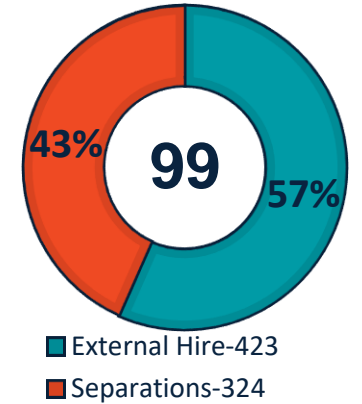


SEPARATIONS

■ 2018 Separations (310) ■ 2019 Separations (324)



NET NEW



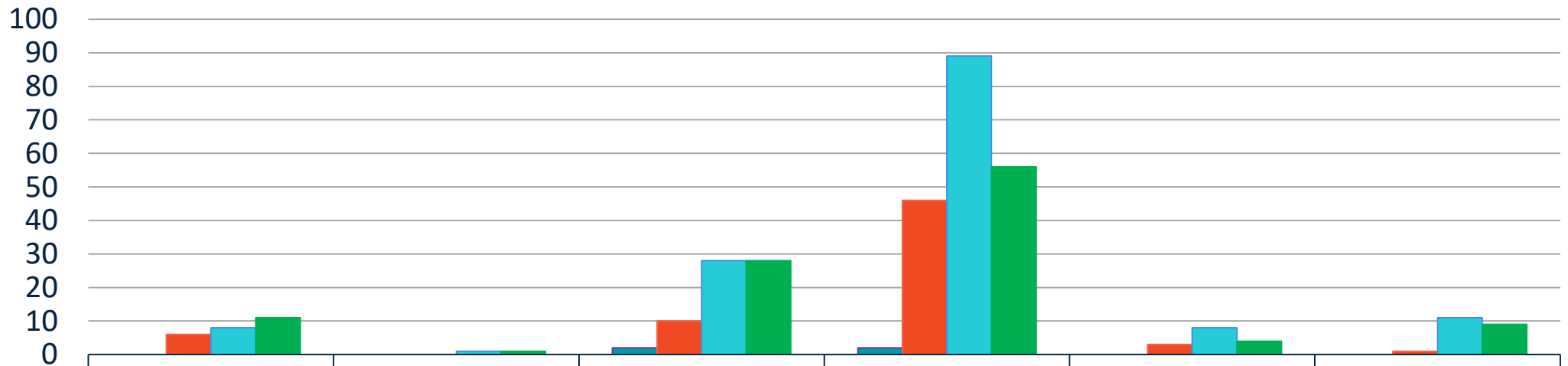
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Does not include Consultants, Registry and House Staff

CCH HR Activity Report

Thru 07/31/2019

SEPARATIONS BY CLASSIFICATION - 235

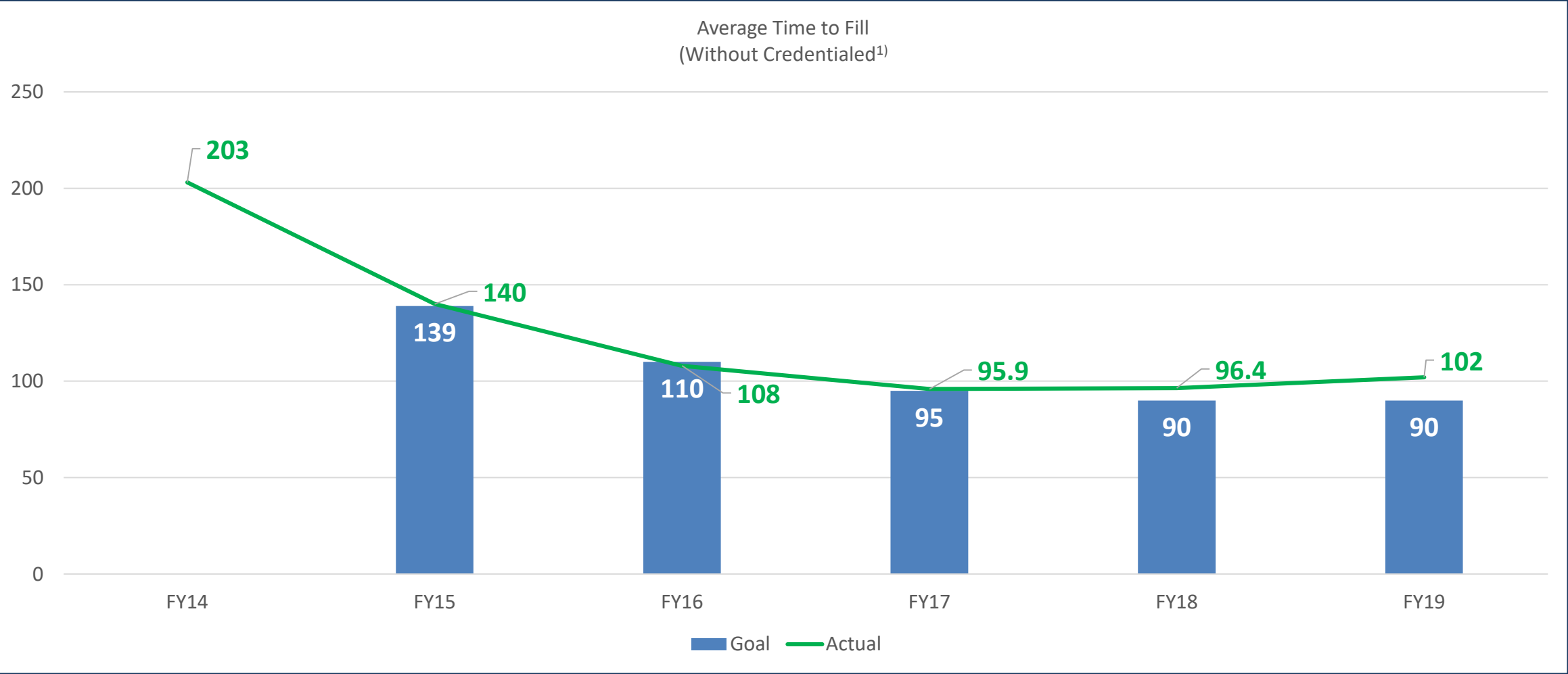


	Finance (25)	HIS (2)	Nurse (68)	Other (193)	Pharmacy (15)	Physician (21)
Deceased (4)			2	2		
Discharged (66)	6		10	46	3	1
Resignation (145)	8	1	28	89	8	11
Retirement (109)	11	1	28	56	4	9



CCH HR Activity Report – Open Vacancies

Improve/Reduce Average Time to Hire*



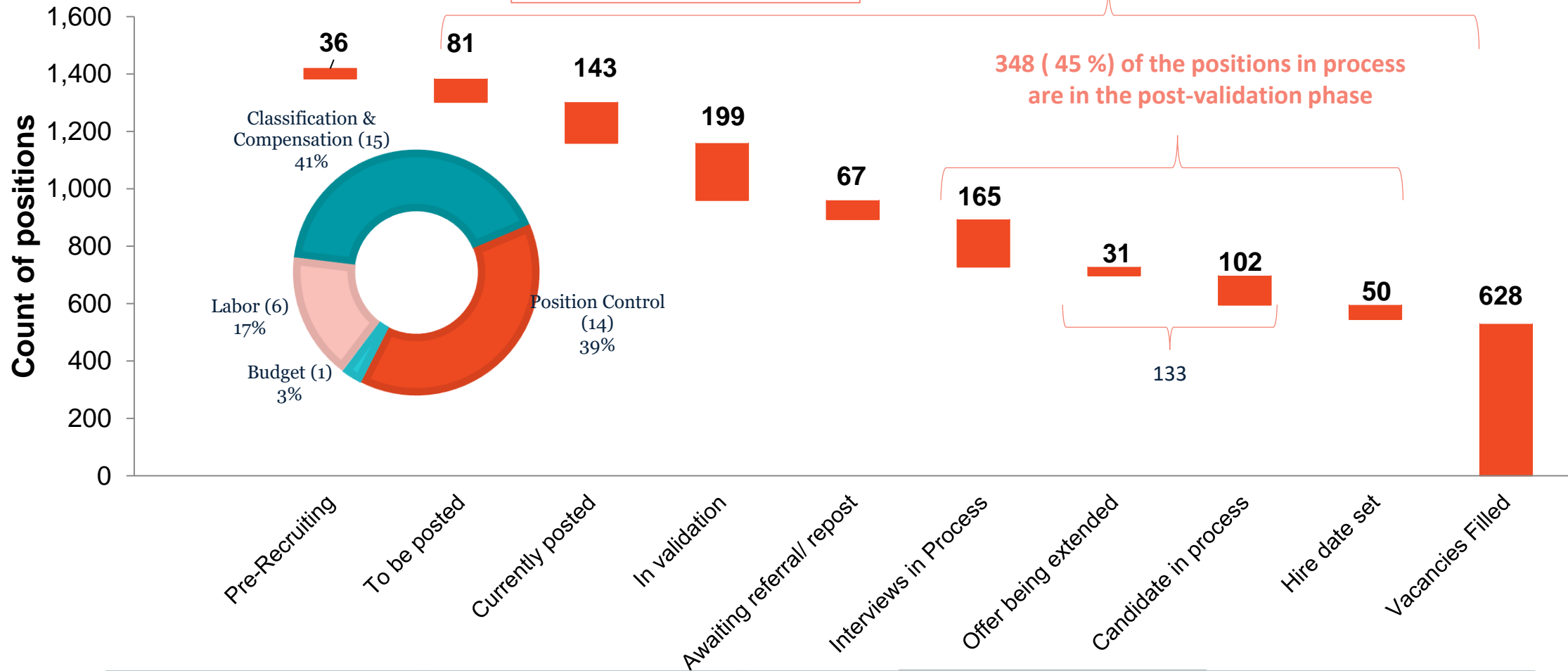
¹Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

CCH HR Activity Report – Hiring Snapshot

Thru 07/31/2019

Clinical Positions – 556 / 66%
Non-Clinical Positions – 282 / 34%

838 Positions in Recruitment



Shared Responsibility

Human Resources

Management

Human Resources

Shared Responsibility



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Position Control 36 + Recruitment 838 = 874 Positions in Process

Thank you.



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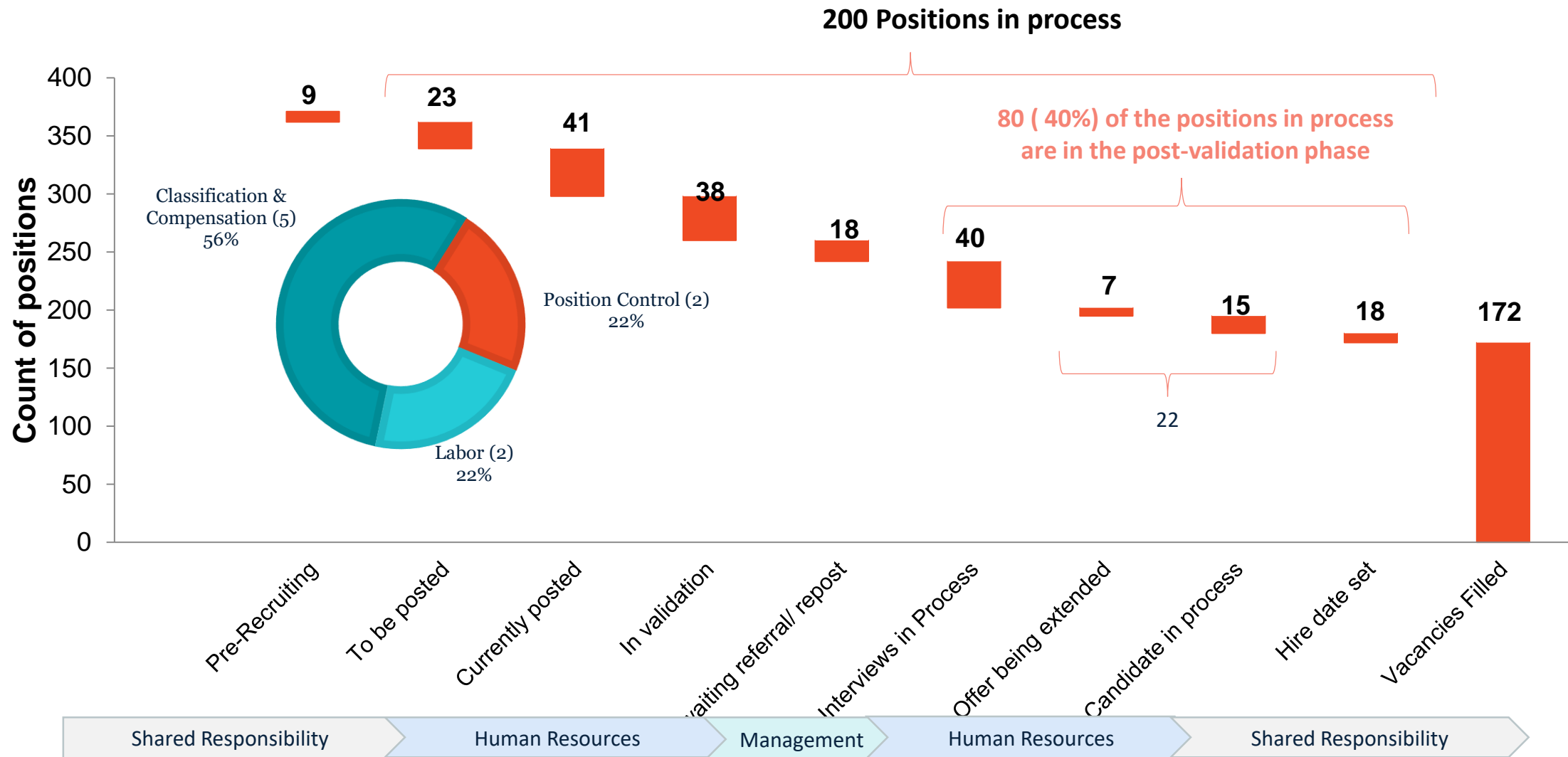
Appendix



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CCH HR Activity Report – Nursing Hiring Snapshot

Thru 07/31/2019

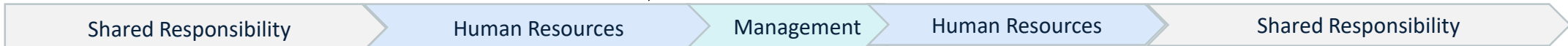
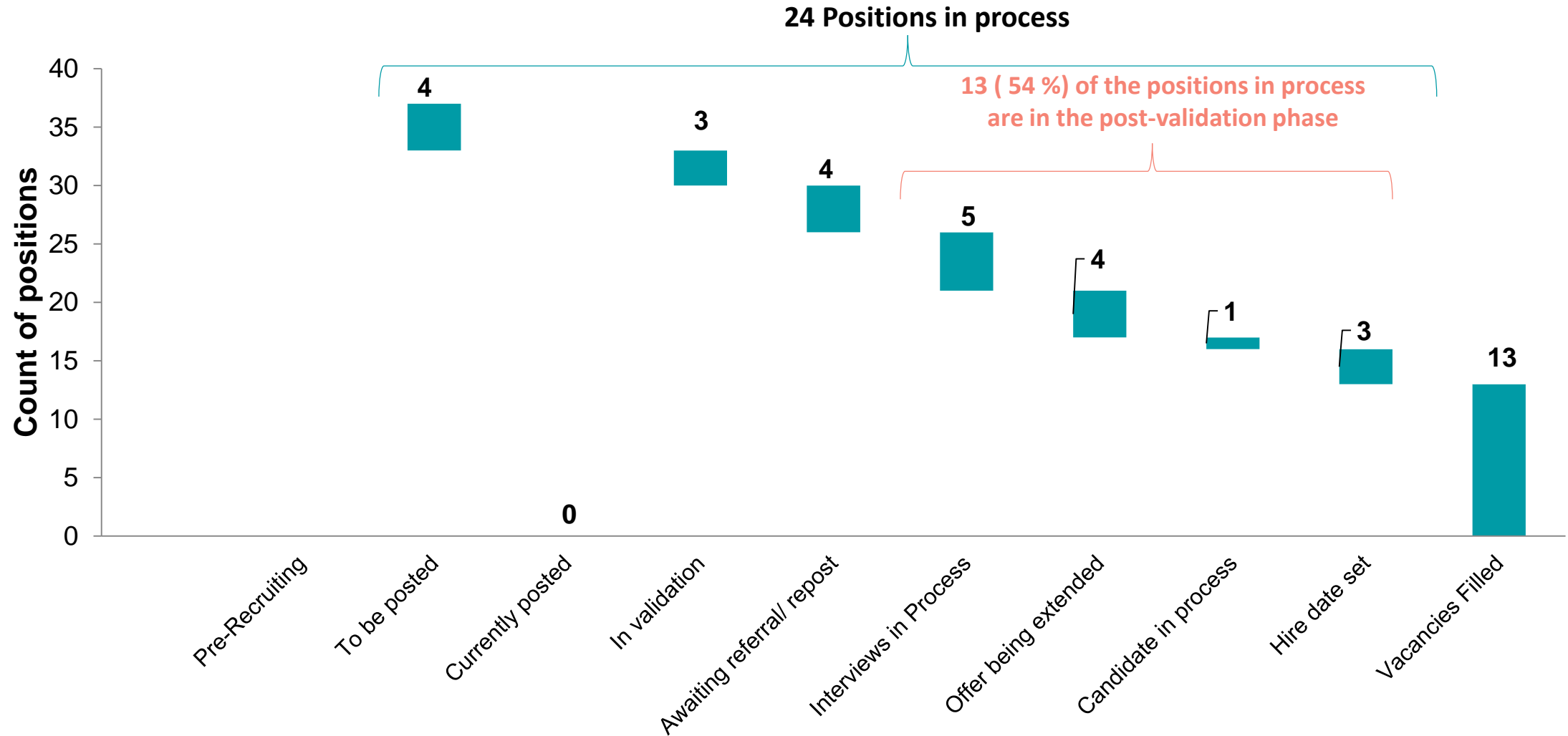


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Position Control 9 + Recruitment 200 = 209 Positions in Process

CCH HR Activity Report – Finance Hiring Snapshot

Thru 07/31/ 2019



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Position Control 0 + Recruitment 24 = 24 Positions in Process